

# AI Virtual Café

## The Human Response to AI

with Amber Foster and Kim Arnold

Friday, 2 October 2026

13:00 BST

[associationforcoaching.com](https://associationforcoaching.com)



# Team Human Superpowers

**Dial up your human skills.** Get ROI on your AI investment.



**Amber Foster**



**Kim Arnold**



# The Human Superpowers Advantage

The 4 capabilities that strengthen your human edge and get greater ROI from your AI.

1

## LEAD

AI-specific management skills

‘I can manage AI-assisted work and teams safely and effectively – even if I’m not an AI expert myself.’

Consistent standards.  
Reduced risk.

2

## THINK

Critical thinking, judgement and ownership

‘I interrogate AI output, decide when to trust or challenge AI, and take responsibility for the final answer.’

Sharper thinking beneath the AI polish.

3

## CONNECT

Human connection and influence

‘I read the room, understand what matters to people and know when a human conversation will achieve more than an AI response.’

Communication people trust and act on.

4

## WRITE

Clear, credible communication

‘I write clearly, concisely and in my own voice. I use AI to strengthen my writing – not replace my thinking.’

Less rework by managers.  
Brand differentiation.

# Our fantastic clients



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AstraZeneca 

 **BARCLAYS**

Bird & Bird

**Browne  
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CANON  GATE

 CHILDREN'S  
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THE WALL STREET JOURNAL.

# Agenda



**1** What's really going on with AI in organisations?

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**2** **3 key shifts creating coaching opportunities**  
Managers are overwhelmed. The talent pipeline. The AI identity crisis.

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**3** **Breakout discussion: opportunity spotting**



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# What's really going on with AI in organisations?

# 'Adapt or die!' the AI message on our feeds



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Chief Transformation Officer | AI Evangelist |  
Keynote Speaker  
2d · Edited · Public

AI is transforming EVERYTHING in  
organisations. Strategy. Hiring. Culture. Even  
the coffee order.

If your team isn't using it yet, you're not behind.  
You're extinct.

Agree?

[#AI](#) [#FutureOfWork](#) [#Leadership](#)

4,812 reactions · 623 comments

Like Comment Repost Send

 **Dan Whitfield** [+ Follow](#)  
Founder, 10xScale | AI growth advisor  
1d · Public

I replaced 40 meetings a week with one AI agent  


Companies still debating their AI policy are the  
dinosaurs of 2026. The meteor has already  
landed.

Comment "AI" and I'll send you my free  
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VP People | Humans + AI | Top Voice  
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Unpopular opinion: if you're not using AI every  
day, you're already obsolete.

Every role. Every process. Every organisation.  
Transformed.

Adapt or become a fossil 

[#AITransformation](#) [#Innovation](#)

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# The reality of AI rollouts in many organisations...



Adoption is uneven with pockets of resistance



Capability lagging behind access – AI and human



AI ‘in the wild’ is a world away from carefully-worded policies

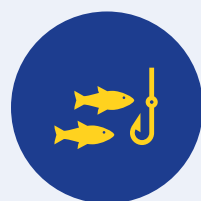
# The human biases affecting AI output

Think about these when working with heavy AI users



## Automation bias

*'Computers are always right.'*



## Anchoring

*'AI's first answer shapes all my future thinking.'*



## Authority bias

*'AI sounds so convincing.'*



## Fluency

*'It looks polished...so it must be good.'*



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# 3 key shifts creating potential coaching opportunities

# Shift 1: Managers are overwhelmed



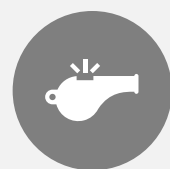
THEN



**People**

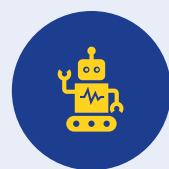
The majority of the job

NOW



**People**

Still the core of the job



**AI output**

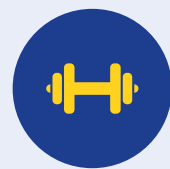


**AI risk**



**AI confidence**

Their own and their team's



**AI capability**

Their own and their team's



**Pressure to deliver**

More with less, from above



**Team's job security**

Worry for their people



**Own job security**

Worry for themselves

# Existential crisis – you too?



THE GUARDIAN

**Anthropic researchers say AI could cause human extinction by 2030**

CNN BUSINESS

**Experts: How would AI actually kill everyone?**

THE ATLANTIC

**The Thrill of Wanting AI to Destroy the World**



BBC NEWS

**AI staff 'genuinely frightened' for humanity's future, ex-insider says**

NATIONAL POST

**Why and how could AI wipe out humanity? Here's what we know**

THE CONVERSATION

**'We really do earnestly believe AI could kill all humans'**

# Spot the opportunity – how could you help overwhelmed managers?



- leading when I'm not the expert
- challenging work I don't fully understand
- setting expectations around AI

# Shift 2: How do we now build our talent pipeline?

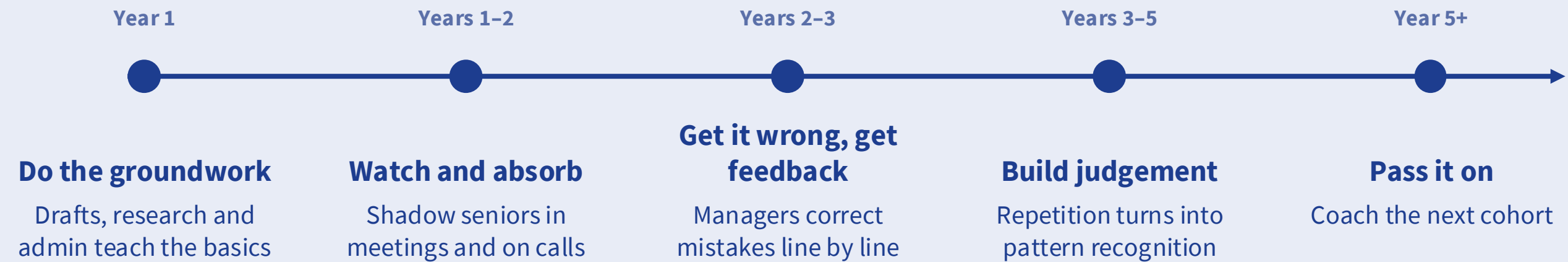




# The learning ladder, before and after AI

## BEFORE AI

Learning by doing



## AFTER AI

Learning around AI



# Spot the opportunity



**How can you help people develop capabilities  
their jobs no longer automatically teach them?**

## Shift 3: The AI identity crisis



### FROM

For years, value came from

**What you knew**

**What you could  
produce**

*AI is challenging both.*



### TO

Now value increasingly comes  
from

- **Judgement**
- **Relationships**
- **Discernment**



## Shift 3: The AI identity crisis

*“I don’t know where I add value.”*

*“I’m not sure what makes me different.”*

*“I feel less confident.”*

*“I feel replaceable.”*

*“Do I still belong here?”*

*“What do I have to offer now?”*

*“Can I still do this?”*

# Spot the opportunity



**How can you help clients redefine where their value comes from?**



# Breakout discussion: opportunity spotting

## 1 STEP 1

Choose one (or more if you have time) of the 3 key shifts

### SHIFT 1

Managers are overwhelmed

### SHIFT 2

How do we build a talent pipeline?

### SHIFT 3

The AI identity crisis

## 2 STEP 2

Discuss the opportunities from these shifts for your coaching practice



Talk it through as a group

## 3 STEP 3

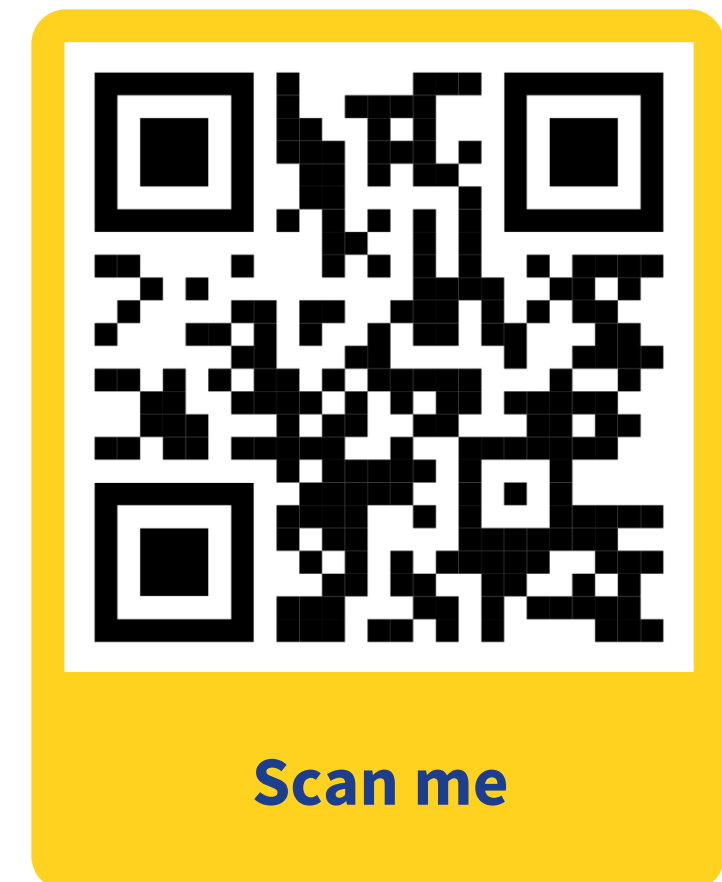
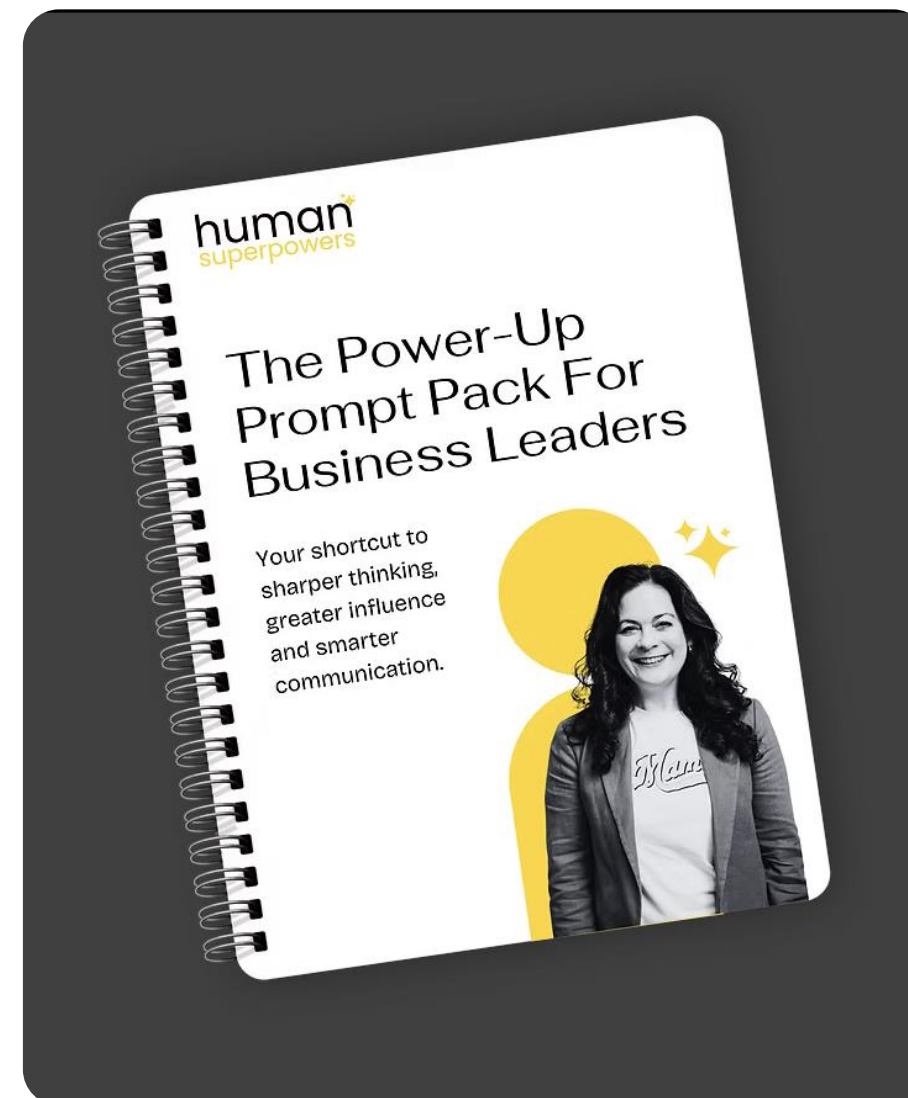
Come out with as many of these statements as possible

*“AI is creating a new need for coaching around...”*

# Use AI as a thinking partner



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2. Connect with us on LinkedIn:  
**Amber Foster and Kim Arnold**
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## You may also like



### **Augmenting Competencies with AI Coaching**

This session shifts the focus from risk to opportunity. With executive coach and AI specialist Olivier Malafronte, we examine how AI can help embed coaching into the flow of work, strengthen learning transfer, and extend developmental impact beyond the coaching conversation.



### **AI in Coaching: Literacy, Practice & Impact**

In this 3-part webinar series, Rebecca Rutschmann guides coaches and learning professionals through the essentials of AI literacy, practice, and impact.



### **AI Coaching: Where Do We Fit?**



In this interactive AI Virtual Café, Carey Taylor shares practical experience of introducing AI coaching within a large organization, exploring its strengths and limitations, ethical considerations, and how AI can complement rather than replace human coaching.

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